

CITY OF STAMFORD

AFFIRMATIVE ACTION PLAN UPDATE

July, 1999

GIVE ME SOME BACKGROUND

In March 1998:

*We had 1417 Employees of which
289 were Minority Employees or
21%*

In January 1999:

*We had 1547 Employees of which
325 were Minority Employees or*

WHAT IS OUR POPULATION TODAY ???????

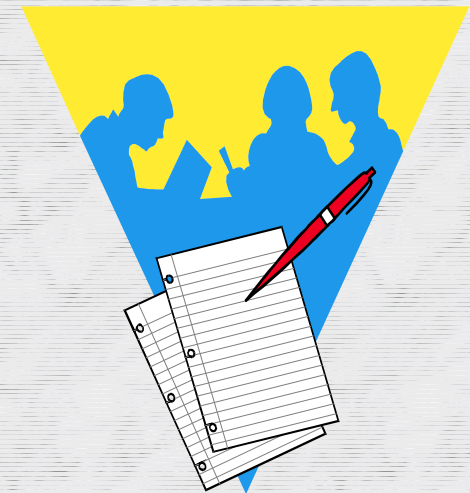
We have:

*A Total Employee Population of 1596
Employees*

of which

1262 are White Employees

334 are Minority Employees



WHAT HAS HAPPENED SINCE JANUARY 1999 ???

*Since January 1999 to June 1999 we
have*

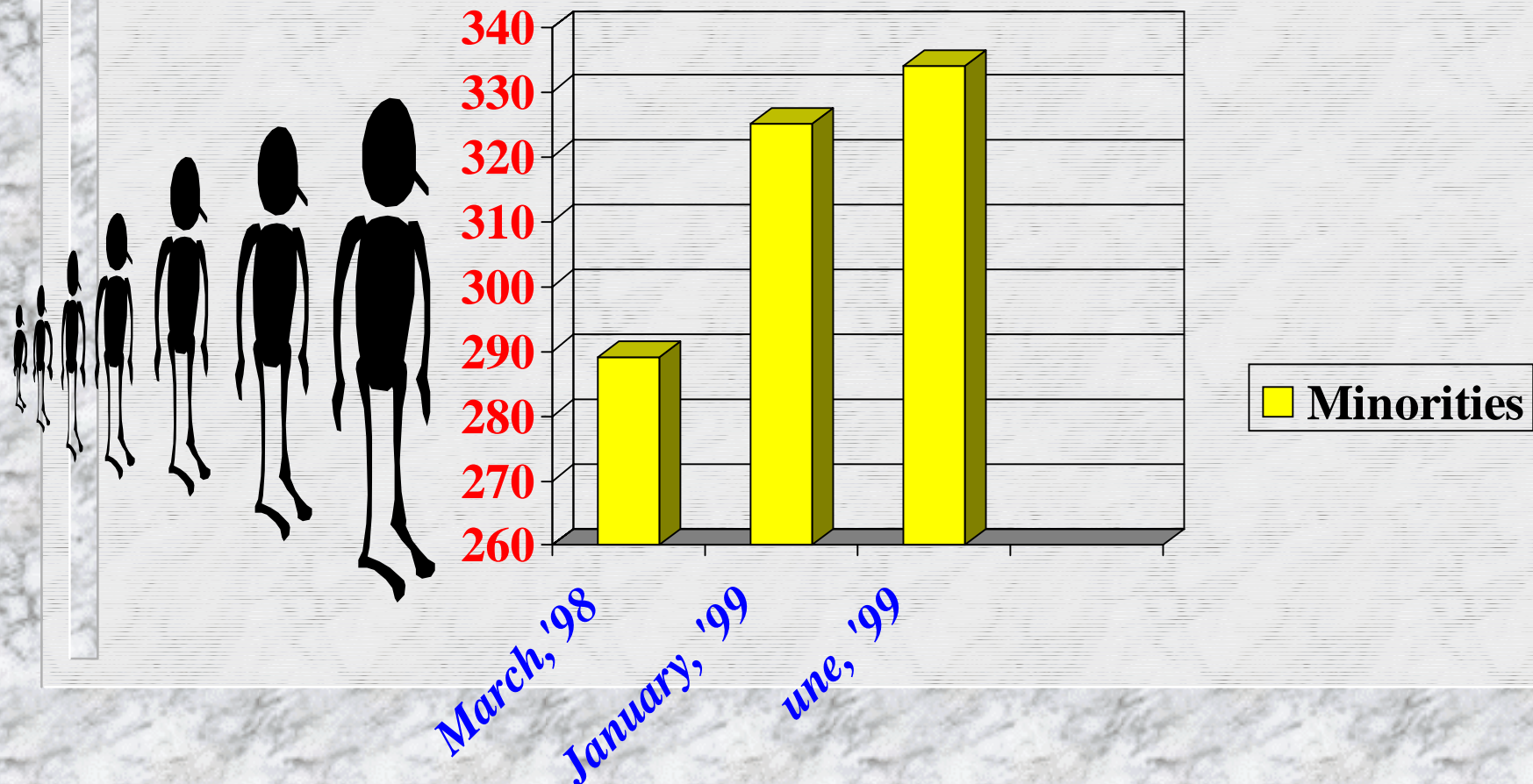
*Recruited and Hired 113 Employees
of which*



23 were Minority Employees

WHAT IS THE MINORITY POPULATION GROWTH ???

Minority Growth March 98 - June 99



HAVE WE ADDED ANY FEMALES TO OUR POPULATION ????

*Of the 113 Employees we have hired
since January 1999*

35 were Female

78 were Male

and of this

14 were Minority Females

9 were Minority Males



WHAT ARE OUR FEMALE STATISTICS ????

Of the Total Population of 1596 Employees

1128 are Male

468 are Female or

*29% of the City Government Population
is Female*

and 168 are Minority Females





WHAT WERE OUR AFFIRMATIVE ACTION GOALS ???

*To Increase the Total Minority Population
by 46 Employees*

*To Increase Total Minorities in Official/
Managerial, Professional, Technical
Positions by 18 Employees*

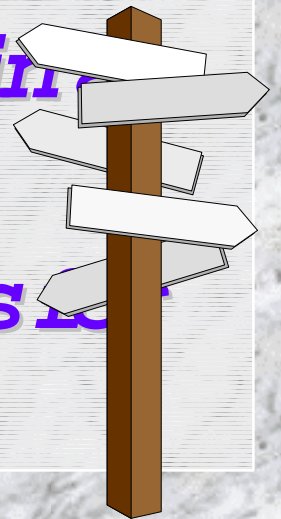
*To Maintain or Increase the Total Number
of Females in Official/ Managerial,
Professional, Technical Positions*



HOW WERE WE GOING TO ACHIEVE THESE GOALS ??

*By Recruiting and Hiring an
additional 4 Minority Employees each
month for 15 months*

*By Recruiting and Hiring an
additional 1 Minority Employee in
Managerial/Supervisory,
Professional, Technical Positions for
19 Months*

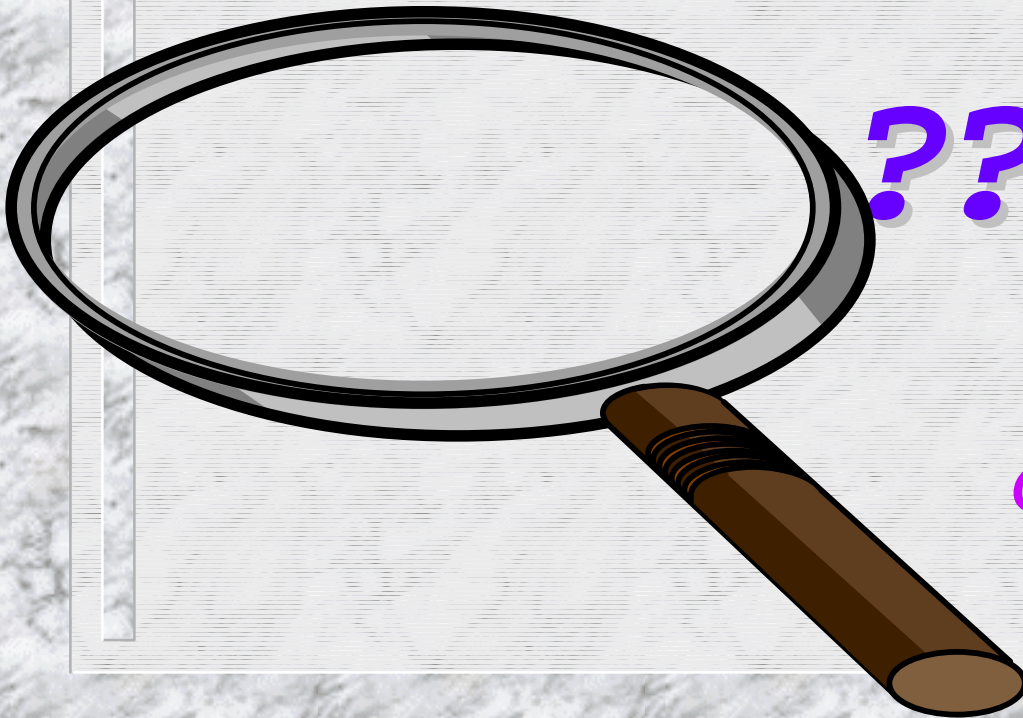


**DON'T KEEP ME IN
SUSPENSE !!!!**

HOW DID WE DO

?????

Glad you Asked !!!



SINCE JANUARY 1999...

***WE HAVE RECRUITED AND
HIRED 23 MINORITY
EMPLOYEES***

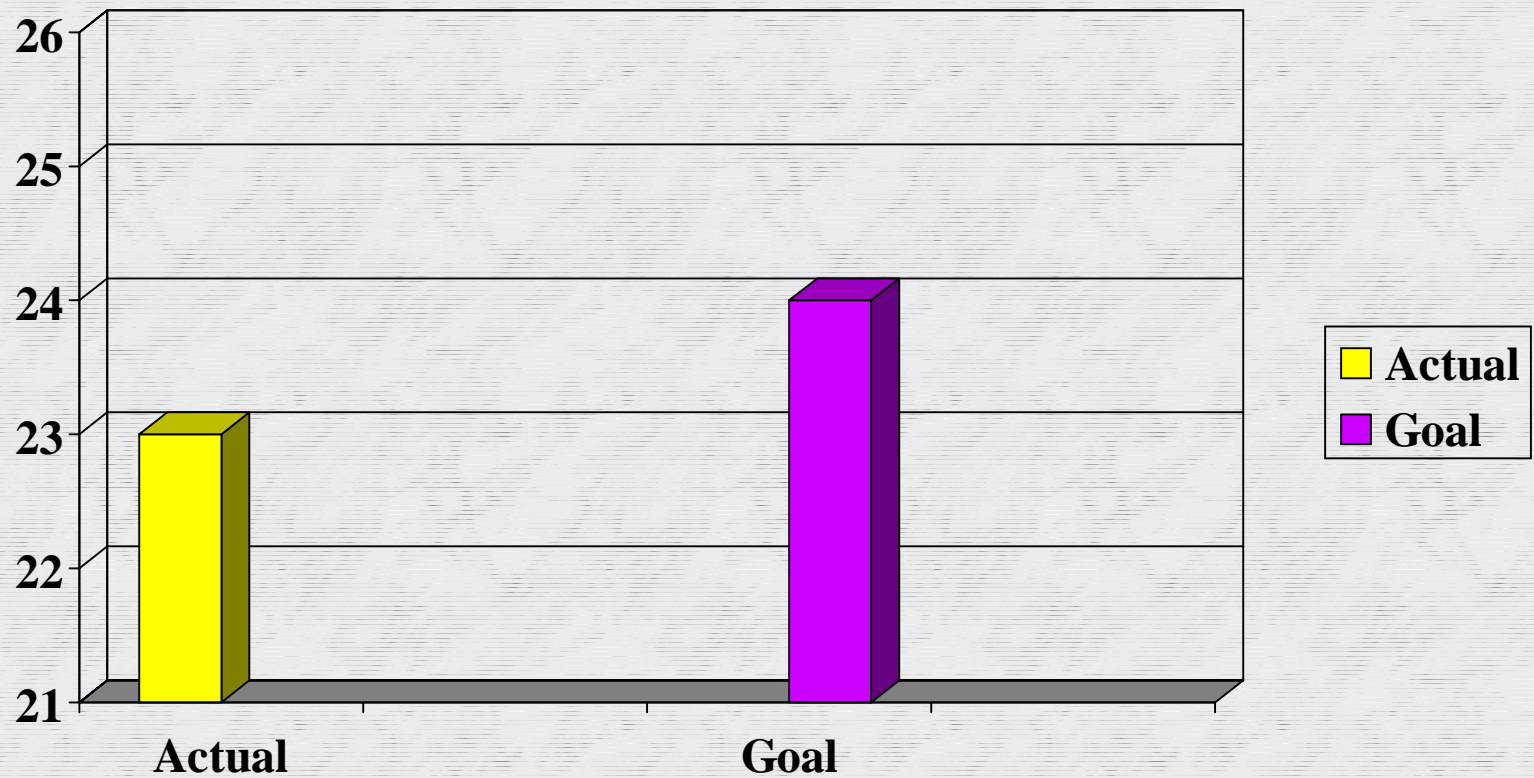


***Our Goal was to recruit and Hire
24 Minority Employees***

***WE ARE 1 EMPLOYEE SHORT OF
OUR GOAL***

ACTUAL VS GOAL

Total Population



HOW ABOUT THE

*MANAGERIAL /
SUPERVISORY,*

PROFESSIONAL, TECHNICAL

POSITIONS ??



WE MADE IT HERE TOO!!!

*From January 1999 to June 1999 we
Recruited and Hired*

7 Minority Employees

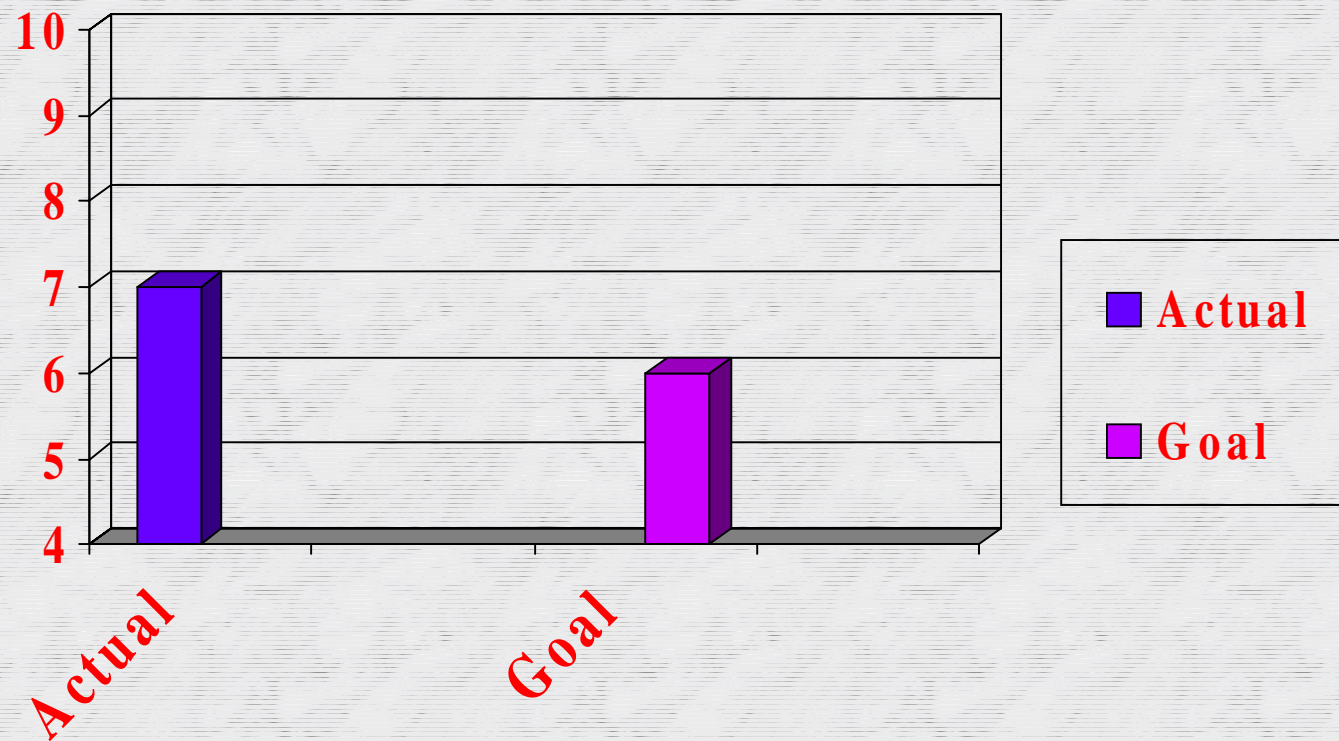
*into Supervisory/Managerial, Professional,
Technical Positions*



Our Goal was to Hire 6 Employees

ACTUAL VS. GOAL

Supervisory/Managerial,etc.



WHAT WERE THE SUPERVISORY ETC. POSITIONS WE FILLED ???

Data Base

Administrator

Police Officer

Firefighter (2)

Job Ladder

Manager

Program

*Coordinator -
Youth Services*

Signal System

Engineer

HOW ABOUT OUR FEMALE POPULATION GOALS ??

*We have Recruited and Hired
35 Females as City of Stamford
Employees*



This represents 31 % of the New Hires

*Our Goal was to Maintain or Increase our
Previous 29 % Population*

WERE FEMALES HIRED INTO
SUPERVISORY/MANAGERIAL
POSITIONS ???

Of the 35 Females Hired

*10 or 29% Were Hired for
Supervisory/Managerial,
Professional, Technical
Positions*

WHAT WERE THESE POSITIONS ???

GIS Analyst

Research

Associate

Paralegal

Firefighter

Director - Youth

Services Bureau

Director of

Therapeutic

Recreation

Data Base

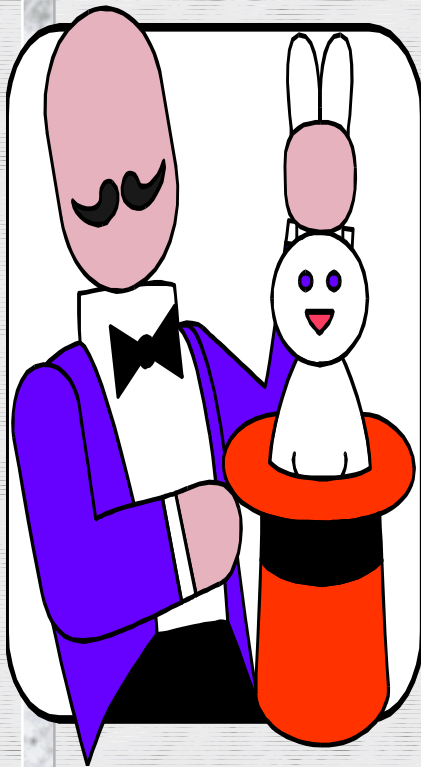
Administrator

Controller

Desktop

Technician

HOW DID WE DO IT ???



Awareness

Job Fairs

Web Sites

Targeted Advertisements

Word-of-Mouth

Publicity

Community Interaction

Commitment

CONCLUSION

We are very pleased at the success we have attained in our efforts to reach our goals for Minority Recruitment and Hiring.

We are truly committed to this success and are confident that we will ultimately reach the desired Minority population we have established in spite of a very strong economy which has created a very limited job pool.

We will continue to strive toward our ultimate goal and will in the process develop processes that will insure a level of retention that will help us to

THANK YOU !!!

**CITY OF STAMFORD
HUMAN RESOURCES DIVISION**